

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 EURE-00 CIAE-00 PM-03 INR-07 L-02

ACDA-05 NSAE-00 PA-01 PRS-01 SP-02 USIA-06 TRSE-00

SAJ-01 IO-10 SS-15 NSC-05 /071 W

----- 110624

P 111436Z FEB 75

FM USMISSION NATO

TO SECSTATE WASHDC PRIORITY 0031

SECDEF WASHDC PRIORITY

C O N F I D E N T I A L SECTION 1 OF 2 USNATO 0717

E.O. 11652: XGDS-1

TAGS: MARR, NATO

SUBJECT: NATO MILITARY MANPOWER

REFS: A. PO/75/6, 4 FEB 75

B. MC 215/1

C. C-M(74)50

D. MCM-87-74

SUMMARY: ON 18 FEB 75, DEFENSE PLANNING COMMITTEE (DPC) WILL CONSIDER PO/74/6 (TEXT BELOW) WHICH RECOMMENDS THAT NAC/DPC NOTE THE NATO ANNUAL MANPOWER PLAN 1975-1979 (REF B) AND COMMENT OF THE MILITARY BUDGET COMMITTEE THEREON (REF C) AND APPROVE RECOMMENDATIONS IN MILITARY COMMITTEE REPORT ON PROSPECTS OF MANPOWER SAVINGS (REF D). SYG WILL THEN ASK NORTH ATLANTIC COUNCIL (NAC) APPROVAL OF REFS B, C, AND D UNDER SILENCE PROCEDURE. ACTION REQUESTED: MISSION BELIEVES PROPOSALS ARE CONSISTENT WITH US OBJECTIVES RELATIVE TO MILITARY PERSONNEL STAFFING OF NATO HEAD-QUARTERS AND ACTIVITIES, BUT WOULD APPRECIATE WASHINGTON VIEWS ON APPROACH TO TAKE IN DPC DISCUSSION, PARTICULARLY POLICY FOR NATO MILITARY MANPOWER TO COPE WITH NEW NATO TASKS SUCH AS ADP AND NICS. END SUMMARY.

1. PO/75/6, 4 FEBRUARY 75, MANPOWER FOR MILITARY ESTABLISHMENTS, IS QUOTED IN FULL BELOW:
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BEGIN TEXT:

TO: PERMANENT REPRESENTATIVES (COUNCIL)

FROM: SECRETARY GENERAL

MANPOWER FOR MILITARY ESTABLISHMENTS

DOCUMENTS

PERMANENT REPRESENTATIVES WILL HAVE RECEIVED COPIES OF THREE DOCUMENTS CIRCULATED BY THE MILITARY COMMITTEE IN CONNECTION WITH FUTURE MANPOWER REQUIREMENTS (INCLUDING CIVILIAN STAFF) IN NATO MILITARY ESTABLISHMENTS. THESE ARE:

- THE NATO ANNUAL MANPOWER PLAN 1975-1979 (MC215/1)
- THE ORGANIZATION OF THE INTERNATIONAL MILITARY STAFF (MC 2/7(REVISED)).
- NATO MILITARY STAFFS - PROSPECTS OF FUTURE MANPOWER SAVINGS (MCM-87-74).

2. THERE IS ALSO A REPORT BY THE MILITARY BUDGET COMMITTEE (C-M(74)50) WHICH SHOULD BE READ IN CONJUNCTION WITH MC 215/1.

HISTORY

3. IT WILL BE RECALLED THAT THE LEVEL OF MANPOWER ABSORBED IN NATO INTERNATIONAL MILITARY HEADQUARTERS AND AGENCIES HAS BEEN A SUBJECT OF CONCERN TO MINISTERS FOR SOME TIME. IT WAS ONE OF THE REASONS FOR THE DECISION TO CO-LOCATE THE MILITARY COMMITTEE AND THEIR STAFFS WITH THE NATO COUNCIL IN BRUSSELS IN 1967. THE FIRST AD 70 REPORT (OF 1970) CALLED FOR A FRESH REVIEW AS A RESULT OF WHICH THE NATO DEFENCE MANPOWER COMMITTEE WAS SET UP BY THE MILITARY COMMITTEE IN 1972 TO ESTABLISH AN EFFECTIVE SYSTEM OF MANPOWER MANAGEMENT. SUBSEQUENTLY THE MILITARY COMMITTEE DECIDED THAT A 5 PCT ARBITRARY REDUCTION IN MANPOWER CEILINGS WAS TO BE IMPLEMENTED BY 31ST DECEMBER 1974. AT THE SUGGESTION OF THE UNITED STATES SECRETARY OF DEFENSE AT THE DEFENCE MINISTERS MEETING IN 1973 THE MILITARY COMMITTEE WERE THEN INVITED TO EXAMINE THE PROSPECTS OF ACHIEVING REDUCTIONS IN MANPOWER GREATER THAN 5 PCT.

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4. AS A RESULT THE AUTHORIZED CEILING OF POSTS IN NATO MILITARY HEADQUARTERS ETC. HAS BEEN REDUCED BY 5 PCT IN 1974. THE FIGURES ARE SUMMARIZED AT ANNEX, TOGETHER WITH THE EFFECTS OF THE LATEST REORGANIZATION OF THE INTERNATIONAL MILITARY STAFF. IT WILL BE SEEN THAT THE 5 PCT REDUCTION HAS RESULTED IN THE DELETION OF 932 POSTS, BUT THAT THE REDUCTION IN ACTUAL STRENGTH IS 153. IT WILL ALSO BE SEEN THAT UNLESS COMPENSATION SAVINGS ARE FOUND ELSEWHERE, THE ADDITION OF NEW PROJECTS IS EXPECTED TO CAUSE THE CEILING TO INCREASE TO 21,500 BY 1979.

THE PROBLEM

5. THE PROBLEM, AS I SEE IT, IS TWOFOLD. FIRSTLY THERE IS THE PRESENT DEMAND FOR MANPOWER REPRESENTED BY THESE HEADQUARTERS.

EVEN THOUGH THERE HAS BEEN A REDUCTION IN THE PAST YEAR, THEY ABSORB SOME 19,000 OFFICERS AND MEN WHO ARE PROVIDED BY NATIONS OVER AND ABOVE THOSE REQUIRED FOR THEIR NATIONAL COMMAND STRUCTURES. THIS IS A BURDEN ON DEFENCE BUDGETS AS WELL AS NATIONAL MANPOWER RESOURCES.

6. SECOND, AND PERHAPS MORE SERIOUS IS THE FUTURE REQUIREMENT FOR MANPOWER WHICH DERIVES FROM PLANNED ADDITIONS TO THE PRESENT STAFF STRUCTURE E.G. NICS, THE ADP PROJECT AND THE ESTABLISHMENT OF THE NEW AAFCE HEADQUARTERS. THE PRESENT FORECAST IS THAT AN ADDITIONAL 1,500 POSTS MAY BE REQUIRED FOR THESE BY 1979 AND FURTHER 500 BY 1982, THAT IS AN INCREASE OF ABOUT 10 PCT IN ALL ON THE CURRENT STRENGTH. ALL COUNTRIES HAVE STATED THAT THEY WILL BE UNABLE TO PROVIDE THE PERSONNEL NEEDED, UNLESS OFFSETTING REDUCTIONS ARE FOUND ELSEWHERE. ONE RESULT OF THIS COULD BE A DELAY IN THE NICS PROGRAMME(1).

ACTION REQUIRED

7. THE MILITARY COMMITTEE(2) PROPOSE TO TACKLE THIS PROBLEM IN TWO WAYS - BY CONTINUING MANAGEMENT SURVEY OF NATO MILITARY HEADQUARTERS AND ORGANIZATIONS AT ALL LEVELS, AND BY A "FUNDAMENTAL REVIEW OF THE WHOLE NATO MILITARY COMMAND STRUCTURE" CONDUCTED AS A MATTER OF HIGH PRIORITY.

8. A MANAGEMENT SURVEY LIMITED TO THE MILITARY COMMUNICATIONS/ELECTRONICS ORGANIZATION IS ALREADY IN PROGRESS, AND IS EXPECTED TO CONFIDENTIAL

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BE COMPLETED BY MARCH 1976. ONE PROBLEM HERE IS THAT OLDER SYSTEMS NEED TO BE MAINTAINED WHILE NEWER SYSTEMS ARE BEING INTRODUCED; THUS THE NEED FOR INCREASES IN PERSONNEL IS EXPECTED TO ARISE BEFORE ANY OFFSETTING SAVINGS CAN BE REALIZED.

(1) MC 251/1, PARAGRAPH 11

(2) MCM-87-74

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SAJ-01 SS-15 NSC-05 IO-10 /071 W

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C O N F I D E N T I A L SECTION 2 OF 2 USNATO 0717

9. A FUNDAMENTAL VIEW OF THE PRESENT NATO MILITARY COMMAND STRUCTURE HAS ALSO BEEN LAUNCHED UNDER THE AEGIS OF THE MILITARY COMMITTEE. EXPERIENCE AT THE NATIONAL LEVEL HAS SHOWN, HOWEVER, THAT SUCH A REVIEW IS UNLIKELY TO PRODUCE RESULTS ON THE SCALE AND WITHIN THE TIME NECESSARY TO PROVIDE A SOLUTION TO THE PROBLEM UNLESS IT IS ACTIVELY SUPPORTED BY NATIONAL AUTHORITIES AT THE HIGHEST LEVEL. ALTHOUGH THE MILITARY COMMAND STRUCTURE WOULD SEEM TO BE A FRUITFUL FIELD FOR THE APPLICATION OF THE CONCEPT OF RATIONALIZATION, I BELIEVE THAT WE SHOULD BE ASSURED OF SUCH SUPPORT BEFORE ALLOWING THE REVIEW TO PROCEED FURTHER.

10. MEANWHILE I PROPOSE THAT THE ATTENTION OF ALL WORKING GROUPS AND COMMITTEES CONSIDERING NEW OPERATION AND MANAGEMENT SYSTEMS MUST BE DRAWN TO THE SERIOUSNESS OF THE MANPOWER SITUATION; THEY MUST, IN FUTURE, TAKE FULLY INTO ACCOUNT THE MANPOWER IMPLICATIONS OF ANY IMPROVEMENTS THEY PROPOSE, AND RECOMMEND OFFSETS TO COMPENSATE FOR ANY INCREASES IN PERSONNEL REQUIREMENTS.

RECOMMENDATIONS

11. I RECOMMEND THAT THE COUNCIL/DPC(1) SHOULD:
(A) TAKE NOTE OF MC 215/1, MC2/7(REVISED AND C-M(74)50;
(B) APPROVE THE RECOMMENDATIONS OF MCM-87-74, AND IN PARTICULAR:
(I) ENDORSE THE CONTINUED SCRUTINY OF ESTABLISHMENTS
BY MANPOWER SURVEY; AND CALL FOR THE CURRENT SURVEY
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OF THE COMMUNICATIONS/ELECTRONICS ORGANIZATION TO
BE COMPLETED AS SOON AS POSSIBLE;
(II) CALL FOR A FUNDAMENTAL REVIEW OF THE WHOLE NATO
MILITARY COMMAND STRUCTURE TOGETHER WITH ITS
ASSOCIATED ESTABLISHMENTS AND AGENCIES TO BE
UNDERTAKEN AS A MATTER OF URGENCY, PROVIDED THAT
SUCH A REVIEW IS ASSURED OF THE ACTIVE SUPPORT OF
NATIONAL AUTHORITIES AT THE HIGHEST LEVEL;
(C) INSTRUCT WORKING GROUPS AND COMMITTEES AS PROPOSED IN
PARAGRAPH 10 ABOVE;
(D) CALL FOR A REPORT ON THE LIKELY EFFECTS OF MANPOWER
AVAILABILITY ON NICS AND THE ADP PROJECT.

12. I PROPOSE TO PLACE THIS PO AND THE ASSOCIATED MILITARY
COMMITTEE DOCUMENTS ON THE AGENDA OF THE DEFENCE PLANNING
COMMITTEE IN THE NEAR FUTURE AND TO SEEK COUNCIL APPROVAL OF
ALL BUT MC 2/7 BY THE SILENCE PROCEDURE THEREAFTER.

(SIGNED) JOSEPH M.A.H. LUNS

(1) CX WXU(REVISED) IS DEFENCE PLANNING COMMITTEE BUSINESS, THE
OTHER DOCUMENTS ARE FOR THE ATTENTION OF THE COUNCIL.

ANNEX TO
PO/75/6

MILITARY MANPOWER
(INCLUDING CIVILIANS)

A. NATO MILITARY MANPOWER - MC 215

STAFF CEILING MC 215 STAFF CEILING MC 215/1 ACTUAL STRENGTH

	(1974-78)	(1975-79)	
1973	20,849	-	19,233
1974	20,585	20,587	19,269
1975	19,647	19,917	18,914(1)
1976		21,361(2)	
1977-79		21,409(2)	

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B. INTERNATIONAL MILITARY STAFF

STAFF CEILING

1970	395(3)
1973	408(4)
1974/75	396(5)

(1) THE DIFFERENCE BETWEEN THE FIGURES FOR 1974 AND 1975
SHOWS AN APPARENT REDUCTION IN ACTUAL STRENGTHS OF 355 PERSONNEL
BUT THE TRUE REDUCTION IS 153, BECAUSE THE FIGURE
AT 1ST JANUARY 1975 (18,914) DOES NOT INCLUDE
GREEK PERSONNEL WITHDRAWN FROM NATO HEADQUARTERS IN TURKEY.
(2) FORECAST REQUIREMENTS.
(3)(4)(5) THESE INCLUDE 33,33 AND 32 CIVILIANS RESPECTIVELY WHO
ARE CIVIL BUDGET COMMITTEE FUNDED.

2. MCM-87-74, NATO MILITARY STAFF - PROSPECTS OF FURTHER
MANPOWER SAVINGS, 4 DEC 74, HAS BEEN POUCHED TO WASHINGTON.

3. THE RECOMMENDATIONS IN REFERENCES FOR CONTINUED MANPOWER
SURVEYS AND A FUNDAMENTAL REVIEW OF THE WHOLE NATO MILITARY
COMMAND STRUCTURE ARE CONSISTENT WITH US EFFORTS TO ACHIEVE MANPOWER
REDUCTIONS GENERALLY AS WELL AS TO PROVIDE RESOURCES TO MEET NEW
PROGRAMS AND TASKS. THE RECOMMENDATIONS SHOULD THEREFORE BE
SUPPORTED. WE DO NOT BELIEVE, HOWEVER, THAT THE US SHOULD
"A PRIORI" INDICATE WILLINGNESS TO SUPPORT MANPOWER NEEDS OF NEW
PROGRAMS AND TASKS BEYOND LIMITS OF SAVINGS IDENTIFIED DURING THIS
REVIEW. REQUEST GUIDANCE PRIOR TO DPC MEETING OF 18 FEB 75.

MISSION COMMENT. WE WOULD HOPE TO FIND OPPORTUNITY IN DISCUSSION
TO USE PO AS LEVER TO URGE SYG TO ACT ON US PROPOSALS FOR
MANAGEMENT UNIT IN INTERNATIONAL STAFF.
BRUCE.

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<< END OF DOCUMENT >>

Message Attributes

Automatic Decaptioning: X
Capture Date: 18 AUG 1999
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 11 FEB 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: ElyME
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975NATO00717
Document Source: ADS
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: 11652 XGDS-1
Errors: n/a
Film Number: n/a
From: NATO
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19750286/abbrzict.tel
Line Count: 277
Locator: TEXT ON-LINE
Office: n/a
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 6
Previous Channel Indicators:
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: A. PO/75/6, 4 FEB 75 B. MC 215/1 C. C-M(74)50 D. MCM-87-74
Review Action: RELEASED, APPROVED
Review Authority: ElyME
Review Comment: n/a
Review Content Flags:
Review Date: 21 APR 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <21 APR 2003 by KelleyW0>; APPROVED <17 SEP 2003 by ElyME>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
05 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: NATO MILITARY MANPOWER
TAGS: MARR, NATO
To: STATE
SECDEF
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 05 JUL 2006